August 1990
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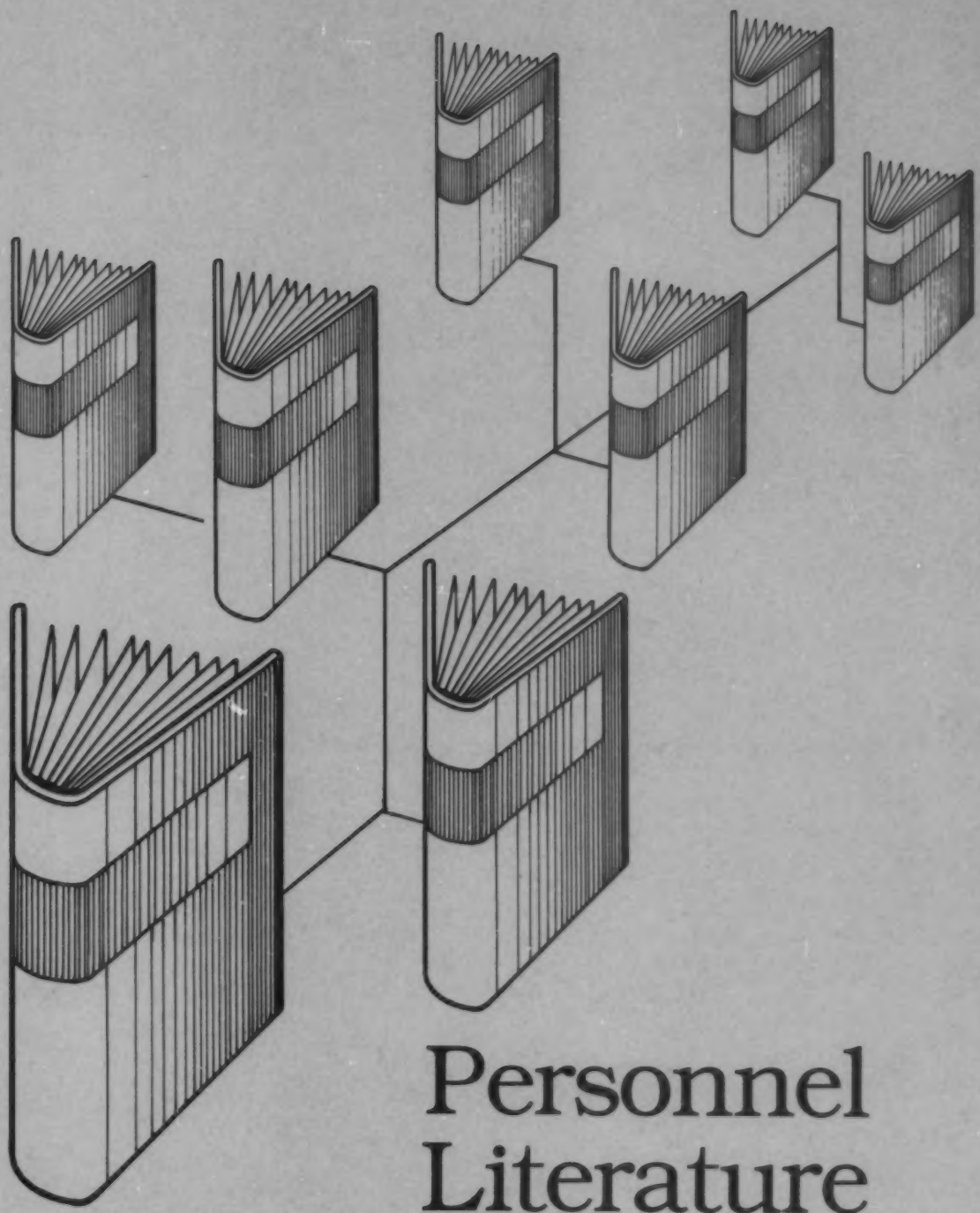

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ABSENTEEISM

8-1

Steel, Robert P., Guy S. Shane and Kenneth A. Kennedy.
Effects of social-system factors on absenteeism, turnover, and job performance. **Journal of business and psychology,** 4:423-430, Summer 1990.
Descriptors: *Absenteeism causes--Research / *Labor turnover causes--Research.

ASSESSMENT CENTERS

8-2

Rea, Peter, Julie Rea and Charles Moomaw.
Use assessment centers in skill development. **Personnel journal,** 69:126+, April 1990.
Descriptors: *Assessment centers--Case studies / *Employee development.

ATTITUDE SURVEYS

8-3

Sahl, Robert J.
Develop company-specific employee attitude surveys. **Personnel journal,** 69:46-48+, May 1990.
Descriptors: *Attitude surveys.

CAREER PLANNING

8-4

Foxman, Loretta D. and Walter L. Polsky.
The challenge of making it without a degree. **Personnel journal,** 69:17-18, July 1990.
Descriptors: *Career planning / *Success in employment / *Nonprofessionals--Career opportunities / *Nonprofessionals--Education.

8-5

Foxman, Loretta D. and Walter L. Polsky.
Know when to move on. **Personnel journal,** 69:27-28, May 1990.
Descriptors: *Career counseling / *Career planning.

CAREER STAFFING

8-6

Fenton, James W., Jr.
Negligent hiring/retention adds to human resources woes. **Personnel journal,** 69:62+, April 1990.
Descriptors: *Selection--Law and legislation / *Selection--Cases / *Management accountability / *Liability (Law).

8-7

Fitz-enz, Jac.
Getting--and keeping--good employees. **Personnel,** 67:25-28, August 1990.
Descriptors: *Career staffing / *Job satisfaction.

CAREER STAFFING (Cont'd)

8-8
Nardoni, Ren.
Corporate-wide management staffing. **Personnel journal,** 69:52+, April 1990.
Descriptors: *Career staffing / *Management information systems.

8-9
Sharifzadeh, Mansour.
Internal hiring: the sensible approach to filling positions. **Supervisory management,** 35:4, August 1990.
Descriptors: *Recruitment--Methods / *Selection--Methods / *Promotion.

8-10
Strazewski, Len.
Using benefits as bait. **Human resource executive,** 4:32-34, August 1990.
Descriptors: *Recruitment / *Fringe benefits.

CHANGE, ORGANIZATIONAL

8-11
Dainty, Paul and Andrew Kakabadse.
Organizational change: a strategy for successful implementation. **Journal of business and psychology,** 4:463-481, Summer 1990.
Descriptors: *Change, Organizational--Administration / *Change, Organizational--Research.

8-12
Derven, Marjorie G.
Sell technology internally. **Personnel journal,** 69:32+, April 1990.
Descriptors: *Technological change / *Automation.

8-13
Hoadley, Irene B. and John Corbin.
Up the beanstalk: an evolutionary organizational structure for libraries. **American libraries,** 21:676-678, July-August 1990.
Descriptors: *Change, Organizational / *Organizational structure / *Library administration.

8-14
Stopford, John M. and Charles Baden-Fuller.
Corporate rejuvenation. **Journal of management studies** (Gt. Brit.), 27:399-415, July 1990.
Descriptors: *Change, Organizational--Case studies / Great Britain.

8-15
Whyte, William Foote.
The new manufacturing organization: problems and opportunities for employee involvement and collective bargaining. **National productivity review,** 9:337-348, Summer 1990.
Descriptors: *Change, Organizational--Research / *Participative management--Research.

CIVIL SERVICE

8-16
Dussault, Manuel R.
Public service reform in Canada. **Bureaucrat,** 19:23-26, Summer 1990.
Descriptors: *Civil service reform--Comparative studies / *Canada / Federal government.

COMMUNICATION

8-17
Burger, Neil A.
Burroughs Wellcome's interactive voice response system proves itself. **Personnel journal,** 69:26+, July 1990.
Descriptors: *Telecommunications--Case studies / *Information systems--Case studies.

8-18
Castelli, Jim.
Education forms common bond. **HRMagazine,** 35:46-49, June 1990.
Descriptors: *Cross cultural communication / *Cultural relations.

8-19
Johnson, Patrice M.
Communicating for commitment and productivity. **Training & development journal,** 44:55-57, August 1990.
Descriptors: *Communication in management / *Communication in personnel management / *Communication techniques.

8-20
McClelland, Valorie A. and Richard E. Wilmot.
Improve lateral communication. **Personnel journal,** 69:32-34+, August 1990.
Descriptors: *Communication in personnel management / *Communication in management.

8-21
Massimilian, Richard D.
The new language barrier: closer to home than you think. **Business horizons,** 33:52-57, July-August 1990.
Descriptors: *Communication.

8-22
Myers, Olga.
How come you do that? **Supervision,** 51:6-8, August 1990.
Descriptors: *Communication / *Communication in management / *Participative management.

8-23
St. John, Walter D.
Profit from criticism. **Personnel journal,** 69:30+, July 1990.
Descriptors: *Communication in personnel management / *Communication techniques / *Feedback (Psychology).

COMPENSATION

8-24
Coleman-Carlone, Maryanne.
HBO's program for merit pay. **Personnel journal,** 69:86-90, May 1990.
Descriptors: *Performance-based pay--Case studies.

8-25
Crenshaw, Peggy.
Pay reform: is this the time? **Personnel,** 19:11-15, Summer 1990.
Descriptors: *Pay comparability / *Pay rates / Federal government.

8-26
Ingram, Earl, II.
The advantages of knowledge-based pay. **Personnel journal,** 69:138-140, April 1990.
Descriptors: *Pay systems.

8-27
Krajci, Thomas J.
Pay that rewards knowledge. **HRMagazine,** 35:58-60, June 1990.
Descriptors: *Compensation administration.

8-28
Moravec, Milan and Beverly McKee.
Designing dual career goals and compensation. **Personnel,** 67:4-6+, August 1990.
Descriptors: *Career patterns / *Career paths / *Compensation administration.

8-29
Parry, Arthur E. and William J. Hickman.
Workers' comp: the bottom line's secret weapon. **Management review,** 79:54-57, August 1990.
Descriptors: *Compensation administration / *Fringe benefit administration / *Employees' compensation--Administration.

8-30
Sokol, Reuben J.
Seven rules of salary surveys. **Personnel journal,** 69:82-87, April 1990.
Descriptors: *Pay surveys--Administration--Evaluation.

8-31
Thayer, Frederick.
Performance appraisal and merit pay: Thayer's rejoinder. **Review of public personnel administration,** 10:72-76, Spring 1990.
This is the author's rejoinder to John Nicolay's article, "Performance Appraisal and Merit Pay: Response to Thayer," Review of Public Personnel Administration, 10:60-66, Fall 1989.
Descriptors: *Performance-based pay / *Civil service reform--Administration--Evaluation / *Performance evaluation / Federal government.

COUNSELING

8-32

Pope, Tom.

EAPs: good idea, but what's the cost? **Management review,** 79:50-53, August 1990.

EAP = Employee assistance program.

Descriptors: *Drug abusers--Counseling / *Alcoholic employees--Counseling / *Counseling--Costs.

8-33

Rounds, James B.

The comparative and combined utility of work value and interest data in career counseling with adults. **Journal of vocational behavior,** 37:32-45, August 1990.

Descriptors: *Vocational counseling--Research / *Job satisfaction research / *Tests, Vocational interest.

8-34

Thieme, Cheryl.

Better-Bilt builds a substance abuse program that works. **Personnel journal,** 69:52+, August 1990.

Descriptors: *Counseling--Case studies / *Alcoholic employees--Personnel policies--Case studies / *Drug abusers--Personnel policies--Case studies.

DELEGATION

8-35

Pastor, Joan and Risa Gechtman.

Delegating up, down, and sideways. **Supervisory management,** 35:9, August 1990.

Descriptors: *Delegation / *Supervisors--Responsibilities.

DISCIPLINE

8-36

Lussier, Robert N.

A discipline model for increasing performance. **Supervisory management,** 35:6-7, August 1990.

Descriptors: *Discipline--Methods / *Standards of performance.

ELECTRONIC DATA PROCESSING

8-37

Kustoff, Marc.

Is it time to network your PCs? **Personnel journal,** 69:46-52, July 1990.

Descriptors: *Electronic data processing / *Microcomputers / *Personnel administration--Automation.

EMPLOYEE CONDUCT

8-38

Koen, Clifford M., Jr.

Sexual harassment claims stem from a hostile work environment. **Personnel journal,** 69:88+, August 1990.

Descriptors: *Harassment--Cases / *Sexual ethics--Cases.

EMPLOYEE CONDUCT (Cont'd)

8-39
Segal, Jonathan A.
Safe sex: a workplace oxymoron? **HRMagazine,** 35:175-176+, June 1990.
Descriptors: *Harassment--Law and legislation.

8-40
Tuttle, Cliff.
Sexual harassment is no joke. **Management review,** 79:44-48, August 1990.
Descriptors: *Harassment--Cases / *Employers' liability--Cases.

EMPLOYEE HEALTH AND MEDICAL CARE

8-41
Anderson, Richard A.
Handling health-care costs in the '90s. **HRMagazine,** 35:89-90+, June 1990.
Descriptors: *Medical care--Costs--Control / *Cost control--Case studies.

8-42
Caudron, Shari.
The wellness payoff. **Personnel journal,** 69:54-62, July 1990.
Descriptors: *Health, Employee / *Health benefit programs--Case studies.

8-43
Huntley, Dan.
Key injuries hurt companies. **HRMagazine,** 35:72-75, June 1990.
Descriptors: *Health, Employee / *Physical fitness / *Working conditions.

8-44
Shepherd, John S. (Rip)
Manage the five C's of stress. **Personnel journal,** 69:64+, July 1990.
Descriptors: *Stress, Psychological / *Stress, Psychological--Control.

8-45
Smith, Kenneth J.
Occupational stress in accountancy: a review. **Journal of business and psychology,** 4:511-524, Summer 1990.
Descriptors: *Stress, Psychological--Research / *Accountants--Responsibilities / Literature reviews.

8-46
Stallworth, Hugh F.
Realistic goals help avoid burnout. **HRMagazine,** 35:169+, June 1990.
Descriptors: *Burn out (Psychology).

EQUAL OPPORTUNITY IN EMPLOYMENT

8-47
Hunsicker, J. Freedley, Jr.
Ready or not: the ADA. **Personnel journal,** 69:80-83, August 1990.
ADA = Americans With Disabilities Act.
Descriptors: *Physically handicapped--Employment--Law and legislation.

ETHICS

8-48

Rice, Dan and Craig Dreilinger.
Rights and wrongs of ethics training. **Training & development journal,** 44:103-108, May 1990.
Descriptors: *Ethics / *Business ethics.

EXECUTIVES

8-49

Comte, Thomas E. and William L. Mihal.
CEO turnover: causes and interpretations. **Business horizons,** 33:47-51, July-August 1990.
Descriptors: *Executive succession / *Labor turnover causes.

8-50

Konrad, Walecia.
Welcome to the woman-friendly company: where talent is valued and rewarded. **Business week,** p. 48-55, August 6, 1990.
Descriptors: *Women executives--Case studies / *Women executives--Attitudes / *Women executives--Attitudes toward / *Promotion.

8-51

Solomon, Charlene Marmer.
Careers under glass. **Personnel journal,** 69:96-105, April 1990.
Descriptors: *Women executives--Statistics.

EXECUTIVES--ABILITIES AND CHARACTERISTICS

8-52

Allcorn, Seth.
Keep individuality in top management. **Personnel journal,** 69:17+, April 1990.
Descriptors: *Executives--Characteristics / *Leadership style.

8-53

Harari, Oren and Linda Mukai.
A new decade demands a new breed of manager. **Management review,** 79:20-24, August 1990.
Descriptors: *Executives--Abilities / *Executives--Characteristics / *Executive effectiveness / *Change, Organizational.

8-54

Hogan, Robert, Robert Raskin and Dan Fazzini.
How charisma cloaks incompetence. **Personnel journal,** 69:73-76, May 1990.
Descriptors: *Executive effectiveness / *Personality / *Executives--Abilities.

EXECUTIVES--RESPONSIBILITIES

8-55

Butler, Melvin L.
Quality leadership equals quality service. **Bureaucrat,** 19:44-46, Summer 1990.
Descriptors: *Executives--Responsibilities / *Leadership.

EXECUTIVES—RESPONSIBILITIES (Cont'd)

8-56
Lewan, Lloyd S.
Diversity in the workplace. **HRMagazine,** 35:42-45, June 1990.
Descriptors: *Executives--Responsibilities / *Leadership.

EXECUTIVES—TRAINING

8-57
Berry, John K.
Linking management development to business strategies. **Training & development journal,** 44:20-22, August 1990.
Descriptors: *Executives--Training / *Management development.

8-58
Bolt, James F.
How executives learn: the move from glitz to guts. **Training & development journal,** 44:83-87, May 1990.
Descriptors: *Management development--Case studies / *Executives--Training--Case studies.

8-59
Mann, Robert W.
A building-blocks approach to strategic change. **Training & development journal,** 44:23-25, August 1990.
Descriptors: *Change, Organizational--Case studies / *Management development--Case studies / *Executives--Training.

8-60
Scovel, Kathryn.
Executives take to the hills. **Human resource executive,** 4:28-31, August 1990.
Descriptors: *Executives--Training / *Outdoor life.

8-61
Skrzycki, Cindy.
Shaking up old ways of training managers. **Bureaucrat,** 19:52-54, Summer 1990.
Descriptors: *Executives--Training.

HANDICAPPED

8-62
Noel, Rita Thomas.
Employing the disabled: a how and why approach. **Training & development journal,** 44:26-28+, August 1990.
Descriptors: *Handicapped--Employment / *Handicapped--Placement / *Equal opportunity in employment / *Prejudices and antipathies.

HEALTH PERSONNEL

8-63
Cox, Mark M.
Human resources' expanding role in the health care industry. **Personnel journal,** 69:41+, May 1990.
Descriptors: *Health personnel / *Medical care.

HOURS OF WORK

8-64

Ralson, David A.

How flexitime eases work/family tensions. **Personnel,** 67:45-48, August 1990.

Descriptors: *Flexible working hours / *Family (Sociological unit) / *Working life.

INCENTIVE AWARDS AND PROGRAMS

8-65

[Reward & recognition.] **Training** [supplement], p. 3-15+, August 1990.

Partial contents: Non-sales incentive programs inspire service heroes, by Marc Hequet.

Descriptors: *Incentives--Case studies / *Service industries.

INSURANCE, HEALTH

8-66

Cost containment strategies for 1990s. **Employee benefit plan review,** 45:44-52, August 1990.

Summaries of papers delivered at the 1990 National Managed Health Care Conference.

Descriptors: *Insurance, Health--Costs.

INTERNSHIP

8-67

Lopes, Fran.

The PMI program in its second decade. **Bureaucrat,** 19:3-4, Summer 1990.

PMI = Presidential Management Intern.

Fran Lopes is Assistant Director for Affirmative Recruiting and Employment, U.S. Office of Personnel Management.

Descriptors: *Presidential Management Intern Program / Federal government.

INTERVIEWING

8-68

Kiechel, Walter, III.

The art of the exit interview. **Fortune,** 122:114-115, August 13, 1990.

Descriptors: *Exit interviews / *Labor turnover causes.

JOB ANALYSIS

8-69

Surrette, Michael A., Michael G. Aamodt and Daniel L. Johnson.

Effects of analyst training and amount of available job related information on job analysis ratings. **Journal of business and psychology,** 4:439-451, Summer 1990.

Descriptors: *Job analysis--Research / *Personnel research.

8-70

Wilson, Mark A. and Robert J. Harvey.

The value of relative-time-spent ratings in task-oriented job analysis. **Journal of business and psychology,** 4:453-461, Summer 1990.

Descriptors: *Job analysis--Research / *Task analysis--Research.

LABOR FORCE

8-71
Warner, David.
Denying entry to needed skills. **Nation's business,** 78:38-40, August 1990.
Descriptors: *Aliens--Employment / *Emigration and immigration--Law and legislation / *Labor supply.

LABOR-MANAGEMENT RELATIONS

8-72
Briggs, Steven and Daniel J. Koys.
An empirical investigation of public sector mediator effectiveness. **Journal of collective negotiations in the public sector,** 19:121-128, no. 2 1990.
Descriptors: *Mediators--Characteristics / *Mediation and conciliation--Research / State government.

8-73
Cantrell, Deborah O.
Spontaneous strike notice: who is responsible? **Personnel journal,** 69:38+, July 1990.
Descriptors: *Strikes / *Labor-management relations--Law and legislation.

8-74
Dell'Omo, Gregory G.
Capturing arbitrator decision policies under a public sector interest arbitration statute. **Review of public personnel administration,** 10:19-38, Spring 1990.
Descriptors: *Arbitration and award--Research / *Arbitrators--Characteristics.

8-75
Kilgour, John G.
The odds on white-collar organizing. **Personnel,** 67:29-34, August 1990.
Descriptors: *Union organizing.

8-76
LaVan, Helen.
Arbitration in the public sector: a current perspective. **Journal of collective negotiations in the public sector,** 19:153-163, no. 2 1990.
Descriptors: *Arbitration / Literature reviews / Federal government.

8-77
McDonough, Paul S.
Maintain a union-free status. **Personnel journal,** 69:108+, April 1990.
Descriptors: *Union organizing--Cases.

8-78
Masters, Marick F. and Robert S. Atkin.
Public policy, bargaining structure, and free-riding in the Federal sector. **Journal of collective negotiations in the public sector,** 19:97-112, no. 2 1990.
Descriptors: *Labor-management relations--Research / *Unions / *Union members--Research / *Collective bargaining--Research / Federal government.

LABOR-MANAGEMENT RELATIONS (Cont'd)

8-79
Nelson, Nels E.
Factfinders view the factfinding process. **Journal of collective negotiations in the public sector,** 19:141-151, no. 2 1990.
Descriptors: *Fact-finding--Research / State government.

8-80
Partridge, Dane M.
The effect of public policy on strike activity in the public sector. **Journal of collective negotiations in the public sector,** 19:87-96, no. 2 1990.
Descriptors: *Strikes--Research / Local government.

LABOR TURNOVER

8-81
Naff, Katherine C. and Paul van Rijn.
The next generation: why are they leaving? **Bureaucrat,** 19:39-43, Summer 1990.
Descriptors: *Labor turnover causes--Research / *Labor turnover control / Federal government.

MANAGEMENT

8-82
Berry, Leonard L., Valarie A. Zeithaml and A. Parasuraman.
Five imperatives for improving service quality. **Sloan management review,** 31:29-38, Summer 1990.
Descriptors: *Quality control / *Service industries / *Management methods.

8-83
Bookman, Robert.
Ignite team spirit in tired lions. **HRMagazine,** 35:106-108, June 1990.
Descriptors: *Brainstorming / *Problem solving--Group method.

8-84
Cady, Clarice E.
Raising productivity by managing recurring-task time. **Supervisory management,** 35:3, August 1990.
Descriptors: *Productivity improvement / *Task analysis / *Time management.

8-85
Dangot-Simpkin, Gilda.
Saving $2000 daily by better meeting management. **Supervisory management,** 35:1-2, August 1990.
Descriptors: *Meetings--Administration / *Meetings--Planning.

8-86
Duncan, W. Jack and Joseph G. VanMatre.
The gospel according to Deming: is it really new? **Business horizons,** 33:3-9, July-August 1990.
Descriptors: *Quality control / *Quality control--History.

MANAGEMENT (Cont'd)

8-87
Keating, Bernard L.
Welcome aboard the quality team. **Personnel journal,** 69:36-37, July 1990.
Descriptors: *Personnel directors--Responsibilities / *Quality control--Case studies.

8-88
Lyles, Marjorie A.
A research agenda for strategic management in the 1990s. **Journal of management studies** (Gt. Brit.), 27:363-375, July 1990.
Descriptors: *Management methods--Research.

8-89
Mathison, David L.
Facing economic reality. **HRMagazine,** 35:99-101, June 1990.
Descriptors: *Management--Comparative studies / *Switzerland.

8-90
Oliver, Joyce Anne and Eric J. Johnson.
People motive redefines customer service. **HRMagazine,** 35:119-121, June 1990.
Descriptors: *Management--Case studies / *Motivation.

8-91
Osborn, Susan.
Managing and optimizing performance. **Performance & instruction,** 29:1-2, August 1990.
Descriptors: *Performance / *Work measurement.

8-92
Patterson, Bill.
Bumps, nuggets and bridge building. **HRMagazine,** 35:123-124, June 1990.
Descriptors: *Public relations.

8-93
Perine, James L.
The quest for quality. **Bureaucrat,** 19:47-48, Summer 1990.
Descriptors: *Management / *Quality control / Federal government.

8-94
Powell, Bill.
Japan's bosses in America. **Business month,** 136:28-30, August 1990.
Descriptors: *Management methods--Comparative studies / *Management principles--Comparative studies / *Japan.

8-95
Pujol, Juan L. and Edward Tudanger.
A vision for excellence. **HRMagazine,** 35:112-116, June 1990.
Descriptors: *Management--Case studies / *Hospitals--Administration.

MANAGEMENT (Cont'd)

8-96
Randolph, Benton.
When going global isn't enough. **Training,** 27:47-51, August 1990.
Descriptors: *Overseas management--Case studies.

8-97
Ritzky, Garry M.
The politics of employment: how to keep people from becoming a corporate liability. **Business horizons,** 33:42-44, July-August 1990.
Descriptors: *Management / *Risk--Control.

8-98
Tobia, Peter M. and Martin C. Becker.
Making the most of meeting time. **Training & development journal,** 44:34-38, August 1990.
Descriptors: *Management methods / *Time management / *Meetings--Administration.

OCCUPATIONS AND OCCUPATIONAL CHOICE

8-99
Callahan, Gerard A. and Jeffrey H. Greenhaus.
The career indecision of managers and professionals: development of a scale and test of a model. **Journal of vocational behavior,** 37:79-103, August 1990.
Descriptors: *Occupational choice--Research.

8-100
Taylor, Karen M. and Joellen Popma.
An examination of the relationships among career decision-making self-efficacy, career salience, locus of control, and vocational indecision. **Journal of vocational behavior,** 37:17-31, August 1990.
Descriptors: *Occupational choice--Research / *Career planning--Research.

OLDER WORKER

8-101
Ebbers, Al.
It's back to work they go. **Human resource executive,** 4:38-40, August 1990.
Descriptors: *Older worker--Employment / *Retirees--Employment.

ORGANIZATIONAL BEHAVIOR

8-102
Bartolome, Fernando.
When you think the boss is wrong. **Personnel journal,** 69:66-73, August 1990.
Descriptors: *Conflict, Organizational / *Organizational behavior.

8-103
Fritz, Roger.
Career key: how to influence your boss. **Supervisory management,** 35:10-11, August 1990.
Descriptors: *Success in employment / *Human relations.

ORGANIZATIONAL BEHAVIOR (Cont'd)

8-104
Miner, Frederick C., Jr.
Jealousy on the job. **Personnel journal,** 69:88-95, April 1990.
Descriptors: *Behavioral problems / *Human relations / *Organizational behavior.

8-105
Weiss, Donald H.
Total teamwork: how to build an effective team. **Supervisory management,** 35:5, August 1990.
Descriptors: *Teamwork / *Team development / *Group dynamics.

ORGANIZATIONS

8-106
Charrier, George O. and Richard I. Lauf.
The double-barreled organization. **S.A.M. advanced management journal,** 55:4-11, Spring 1990.
Descriptors: *Organizations--Research / *Organizations--Climate--Research.

8-107
Schmincke, Donald R.
Strategic thinking: a perspective for success. **Management review,** 79:16-19, August 1990.
Descriptors: *Organizational analysis / *Corporate planning / *Organizational change.

8-108
Tregoe, Benjamin B. and Peter M. Tobia.
Assessing the strategic health of your organization. **Management review,** 79:10-15, August 1990.
Descriptors: *Organizational analysis / *Corporate planning.

OVERSEAS PERSONNEL

8-109
Dillon, Linda S.
The occidental tourist. **Training & development journal,** 44:72-80, May 1990.
Descriptors: *Overseas management / *Cross cultural communication / *Overseas personnel--Training / *Japan.

8-110
Hayden, Spencer.
Our foreign legions are faltering. **Personnel,** 67:40-44, August 1990.
Descriptors: *Overseas executives / *Overseas management.

8-111
Overman, Stephenie.
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Descriptors: *Cultural relations--Case studies / *Cross cultural communication--Case studies / *Women executives--Attitudes toward / Japan.

PARTICIPATIVE MANAGEMENT

8-112
Liverpool, Patrick R.
Employee participation in decision-making: an analysis of the perceptions of members and nonmembers of quality circles. **Journal of business and psychology,** 4:411-422, Summer 1990.
Descriptors: *Quality circles--Case studies / *Decision-making--Group method--Case studies.

8-113
Mironoff, Alex.
De-Stalinizing the corporation. **Training,** 27:30-33, August 1990.
Descriptors: *Participative management / *Employee ownership / *Organizational structure.

8-114
Ross, H. Terrance and Marion M. Ormsby.
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Descriptors: *Teamwork--Case studies.

8-115
Sheehy, Barry.
Hitting the wall: how to survive your quality program's first crisis. **National productivity review,** 9:329-335, Summer 1990.
Descriptors: *Quality circles / *Problem solving--Group method.

PERFORMANCE EVALUATION

8-116
Galin, Amira and Barbara Benoliel.
Does the way you dress affect your performance rating? **Personnel,** 67:49-52, August 1990.
Descriptors: *Performance evaluation / *Work clothes.

8-117
Hobson, Gary W.
Eliminating managerial blind spots. **Supervision,** 51:14-17, August 1990.
Descriptors: *Performance evaluation / *Performance management / *Self-evaluation--Methods / *Executives--Characteristics.

8-118
Lawrie, John.
Prepare for a performance appraisal. **Personnel journal,** 69:132+, April 1990.
Descriptors: *Performance evaluation--Methods.

8-119
Odiorne, George S.
The trend toward the quarterly performance review. **Business horizons,** 33:38-41, July-August 1990.
Descriptors: *Performance evaluation.

PERSONNEL ADMINISTRATION

8-120
Bowker, Mike.
Systems for the 1990s. **Human resource executive,** 4:35-37, August 1990.
Descriptors: *Personnel information systems--Case studies / *Personnel information systems--Automation.

8-121
Coursey, David and Hal G. Rainey.
Perceptions of personnel system constraints in public, private, and hybrid organizations. **Review of public personnel administration,** 10:54-71, Spring 1990.
Descriptors: *Personnel administration--Comparative studies / *Personnel administration--Research / *Autonomy--Research / Federal government.

8-122
Diers, Cynthia D.
Make the HRIS more effective. **Personnel journal,** 69:92+, May 1990.
Descriptors: *Personnel information systems.

8-123
Guest, David E.
Human resource management and the American dream. **Journal of management studies** (Gt. Brit.), 27:377-397, July 1990.
Descriptors: *Personnel administration--Comparative studies.

8-124
HR panel takes a look ahead. **Personnel,** 67:14-24, August 1990.
Panel discussion chaired by Thomasine Rendero, editor of human resources periodicals published by the American Management Association.
Descriptors: *Personnel administration / *Workforce planning.

8-125
Perry, Stephen.
An HRIS for the '90s. **Personnel journal,** 69:75-78, August 1990.
Descriptors: *Personnel information systems.

PERSONNEL POLICIES

8-126
Carrell, Michael R. and Christina Heavrin.
Before you drug test.... **HRMagazine,** 35:64-66+, June 1990.
Descriptors: *Medical and physical examinations / *Drug abusers.

8-127
Curtis, Craig.
In the spirit of Rosenbloom's "What Every Public Personnel Manager Should Know About the Constitution": an updated annotated bibliography of recent caselaw. **Review of public personnel administration,** 10:39-53, Spring 1990.
Descriptors: *Personnel policies--Cases / *Employee rights--Cases / *Constitutional law / U.S. Supreme Court.

PERSONNEL POLICIES (Cont'd)

8-128
Genova, Angelo J.
Better safe than sorry. **Supervisory management**, 35:7-8, August 1990.
Descriptors: *Personnel policies--Case studies / *AIDS (Disease) / *Health, Employee / *Safety--Cases.

8-129
Goff, J. Larry.
Diagnose alcoholism. **Personnel journal**, 69:107-109+, May 1990.
Descriptors: *Alcoholic employees--Personnel policies / *Alcoholism.

8-130
Koch, Jennifer J.
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Descriptors: *AIDS (Disease) / *Personnel policies--Case studies.

8-131
Ormsby, Joseph G. and others.
AIDS in the workplace: implications for human resource managers. **S.A.M. advanced management journal**, 55:23-27, Spring 1990.
Descriptors: *AIDS (Disease)--Cases / *Personnel policies / *Employee rights / *Health, Employee.

8-132
Swart, J. Carroll.
An overlooked cost of employee smoking. **Personnel**, 67:53-55, August 1990.
Descriptors: *Smoking.

PERSONNEL RESEARCH

8-133
Berk, Leo A. and G. Cynthia Fekken.
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Descriptors: *Occupational choice--Research / *Tests, Vocational interest--Research.

8-134
Kleiman, Lawrence S. and Robert H. Faley.
A comparative analysis of the empirical validity of past- and present-oriented biographical items. **Journal of business and psychology**, 4:431-437, Summer 1990.
Descriptors: *Biographical inventories--Research / *Biographical data--Research.

PRODUCTIVITY

8-135
Grey, Ronald J. and Peter A. Gelfond.
The people side of productivity: responding to changing employee values. **National productivity review**, 9:301-312, Summer 1990.
Descriptors: *Work values / *Productivity improvement.

PRODUCTIVITY (Cont'd)

8-136

Herman, Arthur S.

Productivity in industry and government in 1988. **Monthly labor review,** 113:39-45, July 1990.

Descriptors: *Productivity--Statistics / Federal government.

8-137

Pritchard, Robert D. and others.

Measuring organizational productivity with ProMES. **National productivity review,** 9:257-271, Summer 1990.

ProMES = Productivity Measurement and Enhancement System.

Descriptors: *Productivity measurement--Methods / *Productivity measurement--Research.

PROFESSIONAL EMPLOYEES

8-138

Nelson, Debra L., James Campbell Quick and Michael A. Hitt.

What stresses HR professionals? **Personnel,** 67:36-39, August 1990.

Descriptors: *Personnel officers--Responsibilities / *Stress, Psychological.

PUBLIC ADMINISTRATION

8-139

Can government agencies be managed? **Bureaucrat,** 19:27-38, Summer 1990.

Panel discussion at the national conference of the American Society for Public Administration, Los Angeles, California, April 1990.

Contents: Editor's summary, by James R. Carr; Panel introduction, by Thomas D. Lynch; Presentation, by James Q. Wilson; Commentary, by Dwight Ink; Commentary, by Martin Landau.

Descriptors: *Public administration--Evaluation / *Administrative agencies--Administration--Evaluation / Federal government.

8-140

Gavin, Frank.

Public service academies: the time is right. **Bureaucrat,** 19:5-7, Summer 1990.

Descriptors: *Public administration--Study and teaching / *High schools.

8-141

Goldstein, Mark L.

The biggest buyer. **Government executive,** 22:6-8+, August 1990.

Descriptors: *Purchasing, Government--Costs / *Purchasing, Government--Statistics / *Contractors--Directories / Federal government.

8-142

Goldstein, Mark L.

The computer diet. **Government executive,** 22:46-48+, August 1990.

Descriptors: *Purchasing, Government--Statistics / *Computers / Federal government.

PUBLIC ADMINISTRATION (Cont'd)

8-143
Goldstein, Mark L.
Just $105 million a day. **Government executive,** 22:28-30+, August 1990.
Descriptors: *Purchasing, Government--Statistics / *Contractors--Directories / Federal government.

8-144
John Betti: managing the decline. **Government executive,** 22:52-54+, August 1990.
Interview with John Betti, Undersecretary of Defense for Acquisition, U.S. Department of Defense.
Descriptors: *Purchasing, Government / *U.S. Department of Defense / Federal government.

8-145
Kitfield, James.
Stepping back from reform. **Government executive,** 22:18-20+, August 1990.
Descriptors: *Purchasing, Government--Statistics / *Contractors--Directories / *U.S. Department of Defense / Federal government.

8-146
Stone, John G., III.
Classic community service by public servants. **Bureaucrat,** 19:8-10, Summer 1990.
Descriptors: *Public administration--Study and teaching / *High schools.

REDUCTION IN FORCE

8-147
Gruebl, Anthony A., III.
The managers guide to the Worker Adjustment and Retraining Notification Act. **S.A.M. advanced management journal,** 55:12-15, Spring 1990.
Descriptors: *Reduction in force--Law and legislation / *Employee outplacement.

RELOCATION

8-148
Stefanelli, Rose P.
Help transferees sell their own homes. **Personnel journal,** 69:46+, August 1990.
Descriptors: *Relocation--Costs / *Transfer--Costs.

REMOVAL

8-149
Culbert, Samuel A. and John J. McDonough.
Wrongful termination and the reasonable manager: balancing fair play and effectiveness. **Sloan management review,** 31:39-46, Summer 1990.
Descriptors: *Removal / *Executive effectiveness.

RETIREMENT

8-150

Hanisch, Kathy A. and Charles L. Hulin.
Job attitudes and organizational withdrawal: an examination of retirement and other voluntary withdrawal behaviors. **Journal of vocational behavior,** 37:60-78, August 1990.
Descriptors: *Retirement--Research / *Job satisfaction research.

8-151

Harrington, Harry and Nancy Richardson.
Retiree wellness plan cuts health costs. **Personnel journal,** 69:60+, August 1990.
Descriptors: *Retirees--Insurance.

8-152

LaRock, Seymour.
Early retirement incentives in 1989: survey reveals components of package. **Employee benefit plan review,** 45:12-18, August 1990.
Summary of a survey conducted by Charles D. Spencer & Associates on 1989 programs.
Descriptors: *Retirement, Early.

SCIENTISTS AND ENGINEERS

8-153

Burgower, Barbara.
Sweetening the lure of the lab. **Business month,** 136:76-77, August 1990.
Descriptors: *Scientists--Management functions / *Scientists--Pay / *Dual ladder concept--Case studies.

8-154

Schauer, Irwin J.
Innovative techniques lure quality workers to NASA. **Personnel journal,** 69:100+, August 1990.
Descriptors: *U.S. National Aeronautics and Space Administration / *Innovation / *Scientists / *Engineers / Federal government.

TESTS

8-155

Jones, John W., David Arnold and William G. Harris.
Introduction to the model guidelines for preemployment integrity testing. **Journal of business and psychology,** 4:525-532, Summer 1990.
Descriptors: *Tests--Research / *Selection--Methods--Research.

THOUGHT AND THINKING

8-156

Solomon, Charlene Marmer.
What an idea: creativity training. **Personnel journal,** 69:64-71, May 1990.
Descriptors: *Creative thinking / *Training methods / *Innovation.

8-157

Tatsuno, Sheridan M.
Japan's move toward creativity. **GAO journal,** p. 13-18, no. 9 Summer 1990.
Descriptors: *Creative thinking / *Japan / *Technological innovations.

TRAINING

8-158
David A. Kearns: a CEO's view of training. **Training & development journal,** 44:40-48+, May 1990.
Interview with Patricia A. Galagan, editor of the Training & Development Journal and David A. Kearns, chairman and chief executive officer of the Xerox Corporation.
Descriptors: *Training methods--Case studies.

8-159
Dunn-Rankin, Patricia and Drake Beil.
A primer for workplace literacy programs. **Training & development journal,** 44:45-47, August 1990.
Descriptors: *Literacy / *Training methods / *Skills analysis.

8-160
Ehrlich, Elizabeth.
Anger, shouting, and sometimes tears. **Business week,** p. 55, August 6, 1990.
Descriptors: *Residential training programs--Case studies / *Sex discrimination / *Sex roles.

8-161
Elshult, Suzanne and James Little.
The case for valuing diversity. **HRMagazine,** 35:50-51+, June 1990.
Descriptors: *Training--Case studies / *Cultural relations.

8-162
Gordon, Jack.
Can business save the schools? **Training,** 27:19-27, August 1990.
Descriptors: *Education--Aims and objectives / *Training methods--Case studies.

8-163
Hobbs, David L.
A training-appropriations process. **Training & development journal,** 44:109-116+, May 1990.
Descriptors: *Training administration.

8-164
Krein, Theodore J. and Timothy R. Maholm.
CBT has the edge in a comparative study. **Performance & instruction,** 29:22-24, August 1990.
CBT = computer-based training.
Descriptors: *Training methods / *Computer-assisted instruction.

8-165
Litchfield, Brenda C.
Using formulae to construct interrogatory items for computer-based instruction. **Performance & instruction,** 29:25-31, August 1990.
Descriptors: *Training methods / *Computer-assisted instruction.

TRAINING (Cont'd)

8-166
McEvoy, Glenn M. and Paul F. Buller.
Five uneasy pieces in the training evaluation puzzle. **Training & development journal,** 44:39-42, August 1990.
Descriptors: *Training evaluation--Case studies.

8-167
Peterson, Robin T.
What makes sales training programs successful? **Training & development journal,** 44:59-64, August 1990.
Descriptors: *Training administration / *Training methods / *Surveys.

8-168
Petrini, Catherine M.
Over the river and through the woods. **Training & development journal,** 44:25-26+, May 1990.
Descriptors: *Training methods--Case studies.

8-169
Rogoff, Rosalind.
Mentor managed training. **Performance & instruction,** 29:20-21, August 1990.
Descriptors: *Mentors--Training.

8-170
Smith, Jack E. and Sharon Merchant.
Using competency exams for evaluating training. **Training & development journal,** 44:65-71, August 1990.
Descriptors: *Training evaluation--Methods / *Test construction.

WOMEN--EMPLOYMENT

8-171
Horrigan, Michael W. and James P. Markey.
Recent gains in women's earnings: better pay or longer hours? **Monthly labor review,** 113:11-17, July 1990.
Descriptors: *Women--Pay--Statistics / *Pay rates--Research / *Pay rates--Comparative studies.

8-172
Mazen, Abdelmagid M. and Jeanne Parr Lemkau.
Personality profiles of women in traditional and nontraditional occupations. **Journal of vocational behavior,** 37:46-59, August 1990.
Descriptors: *Nontraditional employment--Research / *Women--Career opportunities.

8-173
Merick, Anne.
Courting women by honoring them. **Nation's business,** 78:30, August 1990.
Descriptors: *Women--Awards.

WOMEN--EMPLOYMENT (Cont'd)

8-174
Rosin, Hazel M. and Karen Korabik.
Marital and family correlates of women managers' attrition from organizations. **Journal of vocational behavior,** 37:104-120, August 1990.
Descriptors: *Women executives--Research / *Family (Sociological unit)--Research.

WORK LIFE

8-175
Bequai, August.
Ties to employers can be broken. **HRMagazine,** 35:159-161+, June 1990.
Descriptors: *Organizational commitment--Law and legislation.

8-176
Foegen, J. H.
The ability gap. **Business horizons,** 33:45-46, July-August 1990.
Descriptors: *Ability / *Job satisfaction.

8-177
Goodrich, Jonathan N.
Telecommuting in America. **Business horizons,** 33:31-37, July-August 1990.
Descriptors: *Work at home / *Telecommunications.

8-178
Government workplace environment. **Bureaucrat,** 19:16-22, Summer 1990.
Contents: Introduction and summary, by Peter J. Basso; Quality workplace environment program, by Kenneth Rashid; Impact of computers, by Linda M. Combs; The future environment, by Kirke Harper.
Kirke Harper is Director, Office of Executive Personnel, U.S. Office of Personnel Management.
Descriptors: *Quality of working life / *Technological innovations / Federal government.

8-179
Hetzer, Barbara.
Old friends. **Business month,** 136:48-51, August 1990.
Descriptors: *Elder care--Case studies / *Children of working parents / *Day care centers--Case studies / *Industry--Social aspects.

8-180
Hian, Chan Choon and Walter O. Einstein.
Quality of work life (QWL): what can unions do? **S.A.M. advanced management journal,** 55:17-22, Spring 1990.
Descriptors: *Quality of working life--Research / *Unions--Research.

WORK LIFE (Cont'd)

8-181
Ludeman, Kate.
Instilling the worth ethic. **Training & development journal,** 44:53-54+, May 1990.
Descriptors: *Work values / *Human relations.

8-182
Raudsepp, Eugene.
Is perfectionism holding your career back? **Supervision,** 51:3-5, August 1990.
Descriptors: *Attitude (Psychology) / *Success in employment / *Work values.

8-183
Stinson, John F., Jr.
Multiple job holding up sharply in the 1980's. **Monthly labor review,** 113:3-10, July 1990.
Descriptors: *Moonlighting--Statistics.

WORKFORCE PLANNING

8-184
Chen, Chris.
TRW S&D [Space & Defense] strives to be the preferred employer. **Personnel journal,** 69:70-73, July 1990.
Descriptors: *Workforce planning--Case studies / *Employee development.

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